



Embassy of the United States of America

Bogotá, D.C., Colombia

**PRE-PROPOSAL CONFERENCE
&
FORMAL
QUESTIONS AND ANSWERS
REQUEST S-CO200-12-R-0001
LIFE INSURANCE FOR LOCALLY EMPLOYED STAFF**

The U.S. Embassy Bogota convened a pre-proposal conference on Tuesday, **May 4, 2012** at 10:00 a.m. for the above referenced solicitation for Local Employed Staff life insurance benefits, for local employees of the Embassy, for official residence employees (ORE), and for the Peace Corps employees and the Employee Association staff, if they elect, as a rider to this health insurance benefit program. Four firms participated in this pre-proposal conference: Mapfre; Liberty Seguros; Allianz S. Vido; and Pan American Life. The questions and answers below are responsive to the inquiries received at this meeting. Prospective bidders have an additional opportunity to submit questions to the Embassy regarding this solicitation. The deadline for submission of formal questions is to **Friday, May 15, 2012**. The questions must be submitted to U.S. Embassy Bogota, Carrera 45, No. 24B-27, Bogota D.C., Colombia. Questions may be hand delivered, faxed (57-1-275-2152), or sent via e-mail: Hightower_Carolyn@state.gov or AgudeloEY@state.gov.

Question #1: Annual cost (-) premium paid (-) retention fee (-) claims; How is the claim part established, does the claim part include claims incurred and not notified or those notified or advised, but that are still in process?

Answer: **Only those claims (requests for payment) that have been actually paid out to employees should be included in the calculation when an Economic Price Adjustment (EPA) has been requested. Claims received, but not paid, will not be considered in the assessment of a request for an EPA.**

Question #2: In Suicide what coverage should be paid? Accidental death + Suicide?

Answer: **Suicide is its own category and covered as “Suicide” which should be equal to twelve (12) times the amount of monthly basic salary.**

Question #3: How are the total and permanent disability coverage determined? Who should certify the disability status?

Answer: Disability status is determined by EPS, ARP, AFP, “Junta regional or nacional de calificación”. The amount of coverage for total disability is 30 times the amount of monthly basic salary.

Question #4: Does the Embassy send to the insurance company the task order in advance or after the period of coverage? Is the task order sent after or before the coverage period?

Answer: A task order is issued at the end of each month to reflect staffing changes during the month. However, as changes occur to the staffing level (including dependents) during each month, the vendor is notified of new enrollees as well as those employees departing post.

Question #5: Is it possible to mention the current cases of diseases that can affect policy in the coming years, such high-cost cases such as cancer, kidney disease, and stroke, cardiovascular diseases?

Answer: Please see Attachment B, “Estadísticas Siniestralidad Enfermedades Alto Costo”.

Question #6: In calculating the cost of retention, a claim is understood to be:

- + Notified claims
- + Paid Claims
- Disputed claims
- + IBNR (Provision for not notified claims)

Answer: A *claim* is understood to be those claims for which the vendor has made payment to the employee or provider. Pending, disputed, or outstanding claims are not considered in the calculation. See section B of the Solicitation for the calculation of retention.

Question #7: In the cases of homicide, terrorism, and illness, what coverage will be used?

Answer: Both Homicide and terrorism would qualify under accidentally death coverage which is an amount equal to thirty (30) times the amount of monthly basic salary. Illness, unless resulting in partial or total disability, should fall under natural causes an amount equal to eighteen (18) times the amount of monthly basic salary.

Question #8: Is there a subscription process for each new employee? If yes, what is the procedure?

Answer: Yes each new employee completes a form “Solicitud de Seguro de Vida Grupo” in order to be enrolled. The form must also be completed every time employee makes changes to the beneficiaries.

Question #9: Is there any pre-existence coverage for new employees?

Answer: Currently, all eligible new employees are eligible to participate and are covered under the Life Insurance plan.

Question #10: The homicide and terrorism coverage is included under the natural or accidental death?

Answer: These events qualify as accidental death.

Question #11: Please let us see the claim report of the current contract for the last four years, please indicate year by year.

Answer: The historical claims data for a 5-year period of time is Attachment C below.

Question #12: Partial disability: Please define the partial disability coverage and how the coverage process works in this case.

Answer: Partial disability is a disability that results in less than 50% of incapacitation. When the partial disability results in a loss of employment, the employee is entitled to 30 times the amount of basic monthly salary.

Question #13: Suicide: Please indicate if in the case of suicide the coverage should be 12 times the employee’s monthly salary as an additional to the basic coverage or if the claim will be only for 12 times the monthly salary of the employee.

Answer: Suicide coverage is an amount equal to 12 times the employee’s monthly basic salary.

Question #14: Accidental death: Please indicate if in the case of accidental death the coverage should be 30 times the employee’s monthly salary plus 18 times the employee’s monthly salary of the basic coverage or just 30 times the times the employee’s monthly salary.

Answer: Accidental death coverage is 30 times the employee’s monthly salary.

Question #15: Accidental dismemberment: In the case of claim, is the percentage included in the basic coverage indemnification table applied, or is it applied over the insured amount included on the accidental death? The payment done in this case is deducted from the basic package of death or from the accidental death coverage?

Answer: Coverage for Accidental dismemberments is based on the basic coverage indemnification table used by insurance providers. The coverage for accidental death is a completely separate coverage.

Question #16: Total and permanent disability: Should pre existences be covered? Please clarify what entity should declare the total and permanent disability (EPS, ARP, AFP, Junta regional or nacional de calificacion) and from what percentage of labor capacity. Please specify if the claim payment should be paid starting on the date of structure or the date of the disability declaration.

Answer: Yes, all eligible employees should be covered under the life insurance. Any of the entities mentioned (EPS, ARP, AFP, Junta regional or nacional de calificacion) may determine the total and permanent disability. Usually permanent or total disability is a loss of more than 50% of capacity. Whether the

Question #17: Option years: Please indicate if the amounts established in the solicitation are the ones that we need to use in order to project our figures.

Answer: Yes, with the exception of the base year amounts which reflect current payroll, the other amounts are estimates and will be adjusted accordingly. The selected firm will be notified if amounts in option years 1 through 4 are adjusted.

Question #18: Total amount insured: Please indicate why the insured amount needs to be multiplied times 26 when the insured rules have a different number(for example 18 times for death, 30 times for accidental death and dismemberment , 30 times for total and partial disability and 12 times for suicide) In addition, in Section J the monthly salary is reported and the number of employees per salary range and at the end the estimated salary total is \$2.303.128.977 amount that does not match the one stated in B6.1 Base year of contract as the amount established there is \$1.602.982.604.

Answer: Rates are calculated for employees based on bi-weekly salary. There are 26 pay periods (i.e., 14 days each) in a calendar year for a total of 52 (i.e., 2 (bi-weekly) x 26) weeks in a year. However, premiums are paid monthly.

Question #19: In order to demonstrate experience in delivering services under similar contracts, we ask if we can provide a list of maximum 5 similar contracts as the amount of contracts that we handle is very big.

Answer: Yes, but please provide a sample of existing or previous contracts of similar size and demographics.

Question #20: The national financial superintendence is the only governmental entity that can certify the legality and viability of our business. We kindly request to be granted the opportunity to provide a copy of the original certification without the necessity to notarize such document.

Answer: This requirement cannot be waived. This documentation must be notarized.

Question #21: We need clarification on L.4.3.4 Employee Pool.

Answer: For the purposes of establishing premium rates and delivering services, this is the group that personnel from the U.S. Embassy will be placed under. This pool may be a combination of government and non-governmental employees, or only governmental.

Question #22: Please clarify the (DBA) insurance cost that needs to be included in the offer.

Answer: It is the U.S. Department of State policy that acquisitions for services which require contractor personnel to perform work outside the United States, must include the contractual obligation for coverage under the DBA (42 U.S.C. 1651-1654, FAR 28.305). For this requirement only, the term “Contractor personnel” includes individuals who are United States citizens as residents, individuals hired in the United States or its possessions, or local nationals and third country nationals where worker’s compensation laws do not exist. In addition to U.S. firms, if a foreign firm hires U.S. citizens or residents to work on a contract where worker’s compensation laws do not exist, those employees must be covered by DBA insurance as well. Contracts awarded overseas to non-United States firms who are not hiring U.S. citizens to work on their contracts are not required to include Defense Base Act clauses; however, FAR 52.228-4, Worker’s Compensation and War Hazard Overseas (April 1984), must be included in those contracts.

The current rates, contract number, and provider are as follows:

Contract number: S-AQMMA-08-C-0204; **Contractor:** Continental Insurance Co., 333 S. Wabash Ave., Chicago, IL 60604-4107; **Agent:** Rutherford International, 5500 Cherokee Avenue, Suite 300, Alexandria, VA 22312, **Primary Contact:** Delia Shontere, Phone (703) 813-6507, FAX:

(703) 354-0370, Email: delia.shontere@rutherfordord.com, Secondary Contact:
Sara Payne, Phone (703) 813-6503, same FAX as above, E-
mail: sara.payne@rutherfordord.com

Rates July 22, 2011 through July 21, 2012:

Description	Rate
Services	\$4.00 per \$100 of employee compensation
Construction	\$5.50 per \$100 of employee compensation
Security Contractor/Guards without Aviation Exposure within Global War on Terrorism designated areas ^[1]	\$10.50 per \$100 of employee compensation
Aviation Related Services with Aviation Exposure within Global War on Terrorism designated areas*	\$20.00 per \$100 of employee compensation

Question #23: Please clarify the profit-sharing credit plan concept and how it works.

Answer: **The guidelines for a profit-sharing plan are not dictated by the U.S. Government. In general, two or more entities that agree to partner to deliver a service will define the terms of that agreement including how profits will be split among the participating groups.**

Question #24: We need to know if the employees of the US Embassy will fill in an insurance form and comply with the insurance requirements such as medical and paramedical exams depending on the amount insured and the age.

Answer: **Currently, employees must complete an application form only and no medical examinations are required in order to enroll them in the life insurance plan.**

Question #25: Please provide the claim report of the last three years (total paid, cause of claim, dates of payment and dates of claim notification and claims pending to be paid.

Answer: **The historical claims data for a 5-year period of time is in Attachment C below.**

Question #26: We kindly request to have the formats of the solicitation to be sent in word and excel in order to avoid transcription errors.

^[1] Current designated areas for the Global War on Terrorism are Iraq and Afghanistan.

Answer: The formats can be downloaded from the Embassy internet site:
<http://spanish.bogota.usembassy.gov/index.html>.

Question #27: Does the Embassy currently have a contract in place with the sole purpose of knowing if continuation of services can be given?

Answer: Yes, there is a current contract in place for LES life insurance. The current contract has a transition requirement which necessitates the current contract to work with the new contractor (in the event of the selection of a new contractor) to make documents and records available.

Question #28: The coverage of life insurance per each employee is based on his basic salary. The beneficiaries of the employee will receive a quantity equal to 18 times the amount of the basic monthly salary (not including overtime, extra bonuses nor benefits) in the event the employee dies of natural causes. Can our company extend this same coverage to terrorism and homicide death causes?

Answer: Terrorism and homicide would be covered under accidental death and are covered at 30 times the amount of basic monthly salary.

Question #29: The U.S. Government intends to award a contract to the responsible company submitting an acceptable offer at the lowest price. We intend to award a contract based on initial proposals, without holding discussions, although we may hold discussions with companies in the competitive range if there is a need to do so. In the case that discussions are required, what type of discussion are they technical, economical, experience, service?

Answer: Generally, discussions may be convened to discuss technical, managerial/administrative, costs/economical, and service delivery. It depends upon the issues/concerns identified during the technical evaluation of the proposals.

Question #30: The beneficiaries of the employee will receive a quantity equal to 30 times the amount of the basic monthly salary in the event that the employee accidentally dies (work related or not). In the event of dismemberment the coverage is standard and is based on the common table used by the insurance companies. The dismemberment table of is not standardized among the insurance companies, it is particular for each company. Should we grant the same coverage to the table used in the current contract?

Answer: Accidental death is covered at 30 times the monthly basic salary. In the event of dismemberment coverage is standard and based on common tables used

by insurance providers. We have provided an example in Exhibit E. We cannot dictate the coverage you should grant.

Question #31: C.2.2 Life Insurance Benefits Conditions and Limitations. Conditions and limitations on the entitlement to life insurance benefits under this contract are as follows: None. According to this information can we have the claim report for the last five years with the following details: Number of claims per year, amount per claim, coverage given, claim cause? We also need to have a list of employees that do have some type of disability pre existence.

Answer: Yes, please see attachment “Book 1” and “Estadísticas Siniestralidad Enfermedades Alto Costo”.

Question #32: Total and permanent disability: It’s a mental or physical disability that prevents the person to conduct their normal motor or body functions and require to quit his/her job. If this disability is the result of previous disabilities, should a continuation of a previous disability be considered.

Answer: Yes.

Question #33: C.2.7.1. The contractor shall provide a document (brochure/pamphlet/other written document) in *English and Spanish* that sets forth a complete listing of the life insurance benefits to be provided under this contract. This brochure shall be provided in sufficient quantities so that each covered employee receives a copy. The contractor shall furnish all copies of the brochures to the COR, who will ensure that appropriate distribution is made. In this same document can we deliver the beneficiaries designation format?

Answer: No. They must be separate documents.

Question #34: Please provide a three year claims history for all lines of coverage.

Answer: This information is attached (See Attachment C).

Question #35: Please provide a census of employees indicating age, sex, and salary and job description for each employee. We note you provided a census for number of employees at each age, and a census for number of employees at each salary level and another census for number of employees at each job description, however, in order to quote premiums, we need to understand the amount of salary at each age and hopefully by sex. If you cannot include sex in this table please provide an overall total of men and women employees in the group.

Answer: Please see attachment “Life Insurance Report.”

Question #36: What is the name if the insurance company that currently provides coverage?

Answer: Mapfre

Question #37: What are the current rates charges for each line of coverage?

Answer: This information cannot be disclosed. It's proprietary.

Question #38: C.2.1.3 Partial and Total Disability Coverage: In the event of partial or total disability the employee is eligible to receive an amount equal to thirty (30) times the amount of monthly basic salary. Please clarify if the solicited coverage is total and permanent and not partial. If it is partial in what conditions is it being solicited?

Answer: It is partial and total disability. A partial disability is a disability that results in less than 50% of incapacitation. When the partial disability results in a loss of employment, the employee is entitled to 30 times the amount of basic monthly salary.

Question #39: C.2.1.3 Partial and Total Disability Coverage In the event of partial or total disability the employee is eligible to receive an amount equal to thirty (30) times the amount of monthly basic salary. Please clarify if the solicited coverage is total and permanent and not partial. If it is total disability, please check the following definitinon (Liberty seguros) for your approval:

"For all purposes under this option coverage it is understood as total and permanent disability, the one suffered by the insured younger than seventy (70) years of age, or any other age expressed in the policy conditions for this coverage option, which has been caused and is revealed under the insurance contract and not excluded cause, that produces organic injury or functional alterations for life and prevent the person from exercising his usual occupation or any other activity that is consistent with their knowledge, training or experience, provided such disability has existed for a continuous period of not less than one hundred fifty (150) days and has not been caused by the insured. Notwithstanding any other cause of permanent and total disability,

The total and permanent disability shall be certified by the ISS (Colombian instituto de seguro social) in its capacity as administrator-premium with defined benefit or professional risk entity (ARP) or by the health promoter (EPS) or the administrator of pension fund (AFP) to which the insured is affiliated. In case you are not affiliated with any of the above entities certification must be issued by legally licensed physiciansfor this (specialist in occupational medicine or occupational health) Based on the current single manual disability, where the percentage of incapacity of insured must be greater than or equal to 50%. In case of discrepancy between the opinion of the physician or entity certifying the

disability and Liberty will be taken as definitive proof the opinion of the regional loss of earning capacity."

Answer: **It is partial and total disability.**

Question #40: Does the broker and insurance company need to be licensed in Colombia or just the insurance company?

Answer: **The current health insurance contract is handled directly with the vendor. A broker must submit a proposal on behalf of a particular insurance provider as opposed to representing a various insurance provider's coverage and pricing from which we must choose. The actual insurance company would be required to have the necessary licenses and permits and would sign the SF 33. A broker's proposal must comply with the solicitation requirements and would be evaluated in accordance with the solicitation requirements. We would not deviate from the terms and conditions of the solicitation, and payments would be made in accordance with the solicitation requirements.**

As a practical matter, the entity signing the SF 33 and certifications is normally the insurance company. However, a Broker could partner or form a joint venture with an insurance company in which case the partnership representative signs the SF 33 can certifications and we hold the partnership of JV responsible for performance.

The offeror shall include a notarized copy of the most current license/certificate/-accreditation, which demonstrates that the offeror is licensed/certified/accredited or otherwise authorized by the Government of Colombia or its agent (e.g., insurance commission, board) to provide health insurance coverage to persons (to include organizations, companies, groups) within the host country. If the offeror is not licensed/certified/accredited or otherwise authorized by the Government of Colombia it must demonstrate that it is licensed/certified/accredited by a government other than Colombia to provide life insurance for persons in Colombia and must demonstrate its capacity to provide health benefits in Colombia to meet the minimum requirements and other conditions set forth in this solicitation.

This section shall demonstrate that the offeror is licensed/certified/accredited through no less than the final day of the base performance period and that the offeror is eligible for renewal for the option periods. This section shall also summarize and describe any probationary, disciplinary or actions taken upon the offeror, which are in force or are

about to be imposed upon the offeror by the government of Colombia or its agents.

Failure to demonstrate that the offeror is an authorized insurance company permitted to write and administer health insurance policies in Colombia shall be grounds for rejection of the proposal.

Question #41: We have a market that is very competitive and interested. They would write the policy however in the name of the US Govt./ Embassy of Bogota using probably a State Dept address in the US. The policy would insure LN's, TCN's and US Expats. All staff as indicated in the RFP. Policies would be mailed directly to you along with any claims payments.

Answer: **The insurance policy must be in the address of the overseas Embassy.**

Question #42: Have you had any deaths over the past five years-if so, accidents or natural causes?

Answer: **No deaths, no accidents resulting in disability, but we have had two disabilities for illness.**

Question#43: Claims experience of the policy in the last three (3) years including number of insured, insurance amount and main causes of death.

Answer: **See responses to Questions #34 and #42.**

Question #44: The murder and death caused by terrorist acts should be covered by accidental death coverage or death benefit coverage.

Answer: **See responses to Questions #7 and #10.**

Question #45: Is the declaration of insurability filled during the underwriting process? If not, the company should cover the pre-existence conditions?

Answer: Currently, all eligible employees must complete an application form only. Subsequently, all eligible employees that complete the application form are enrolled.

Attachment A

LES Life Insurance Historical Data

SEX	AGE	WORKING TITLE	SALARY
F	26	Agente de Compras	\$2,632,879
F	39	Asistente Finca Raiz	\$3,651,812
F	29	Asistente de Revision de Facturas	\$2,716,040
F	43	Supervisor de Compras	\$9,403,485
F	52	Asistente de Programas de Entrenamiento	\$3,916,407
F	33	ESPECIALISTA DE DESARROLLO M&E	\$10,494,495
F	37	Analista Contable/Presupuesto	\$3,830,284
F	46	Asistente de la Sección Consular	\$4,722,644
F	48	Especialista de Información	\$7,321,741
F	30	Revisor de Facturas	\$2,193,724
F	37	Auxiliar de Recursos Humanos	\$2,402,650
F	45	Revisor de Facturas	\$5,436,532
F	41	Secretario	\$2,716,040
F	57	Especialista de Desarrollo	\$15,937,460
F	38	Asistente Administrativo	\$3,488,565
F	43	Revisor de Facturas	\$2,298,187
F	28	Jardinero	\$1,098,517
F	33	Auxiliar Administrativo	\$1,964,262
F	55	Auxiliar de la Seccion Consular	\$2,820,503
F	34	Asistente de Asustos Publicos	\$6,207,498
F	49	Asistente Administrativo y de Presupuesto	\$6,938,895
F	46	Asistente de Administración de Sistemas	\$7,426,493
F	43	Secretario	\$3,773,793
F	28	Auxiliar de la Seccion Consular	\$2,193,724
F	50	Asistente de la Sección Consular	\$4,344,250
F	50	Analista de Proyectos Financieros	\$6,850,058
F	43	Contadora	\$6,695,096
F	56	Especialista de Asuntos Culturales	\$12,080,872
F	51	Enfermero	\$5,719,900
F	43	Agente de Compras	\$5,079,588
F	52	Recepcionista/Operador de Telefono	\$2,402,983
F	55	Secretaria	\$4,059,022
F	33	Coordinadora del Program para Ex Becarios	\$3,830,284
F	43	Asistente de Programas de Entrenamiento	\$4,901,116
F	31	Auxiliar de la Seccion Consular	\$2,193,724

F	32	Asesor Legal	\$5,892,523
F	29	Revisor de Facturas	\$2,193,724
F	55	Especialista Financiera	\$12,080,872
F	40	Asistente Administrativa y Financiera	\$3,651,812
F	57	Investigador de Seguridad	\$9,722,663
F	54	Especialista de la Sección Consular	\$9,084,307
F	33	Secretaria/Asistente Administrativo	\$3,473,340
F	29	Revisor de Facturas de Viaje	\$2,775,493
F	33	Especialista en Adquisiciones	\$6,211,702
F	38	Asistente de Investigaciones y Administrativa	\$4,722,644
F	43	Asesor Legal	\$10,891,089
F	56	Especialista de Recursos Humanos	\$9,722,663
F	39	Auxiliar de la Seccion Consular	\$2,325,468
F	37	Asistente de Visas	\$3,294,868
F	36	Auxiliar de la Seccion Consular	\$3,029,429
F	49	Investigadora de Seguridad	\$4,500,905
F	55	Representante de Reclamos de Beneficios Federales	\$6,451,297
F	51	Especialista en Adquisiciones	\$11,287,683
F	55	Analista Financiero	\$9,722,663
F	41	Especialista de la Sección Consular	\$7,488,415
F	30	Auxiliar de Finca Raiz	\$2,089,261
F	45	Supervisor Investigador de Fraude	\$5,232,302
F	53	Especialista Programa de Entrenamiento	\$7,807,593
F	55	Asistente de Servicios Consulares Especiales	\$7,426,493
F	51	Secretario	\$3,488,565
F	57	Agente de Compras	\$7,426,493
F	35	Especialista de Desarrollo	\$8,511,523
F	43	Auxiliar de Compras	\$2,857,109
F	48	Asistente de Embarques	\$3,916,407
F	53	Asistente de la Sección Consular	\$5,436,532
F	43	Auxiliar de la Seccion Consular	\$2,924,966
F	33	Asistente Financiera/Administrativa	\$3,651,812
F	32	Analista de Presupuesto	\$5,232,302
F	48	Supervisora de Recepción	\$3,238,355
F	44	Asistente de Embarques	\$3,060,722
F	42	Despachador	\$2,999,964
F	33	Asistente de Información	\$5,232,302
F	47	Oficial Ejecutiva Adjunta	\$11,287,683
F	50	Agente Administrador de Contratos	\$3,473,340
F	33	Auxiliar de la Seccion Consular	\$2,193,724
F	49	ASISTENTE DE COMPUTADORES	\$5,079,588

F	37	Especialista del Programa de Desarrollo	\$11,457,742
F	56	Asistente de la Oficina de Defensa	\$6,695,096
F	33	Especialista de Desarrollo	\$5,476,101
F	59	Auxiliar de Suministros	\$3,259,247
F	41	Asistente de Recursos Humanos	\$4,187,228
F	47	Auxiliar de Archivo de la Unidad Médica	\$2,499,970
F	43	Especialista de Finca Raiz	\$8,126,772
F	41	Secretaria/Asistente Administrativo	\$4,187,228
F	27	Tecnico Contable	\$2,918,108
F	40	Secretario	\$2,507,113
F	38	Asistente Financiero y Administrativo	\$3,488,565
F	43	Sub Contralor/Asesor Financiero	\$13,697,601
F	48	Traductora	\$6,695,096
F	50	Asistente de Embarques	\$5,436,532
F	46	Cajera Auxiliar	\$2,632,879
F	31	Revisor de Facturas	\$2,193,724
F	37	Asistente de Programas	\$4,500,905
F	32	Asistente Administrativa y Financiera	\$3,651,812
F	55	Asistente de Ciudadanía y Pasaportes	\$4,901,116
F	48	Asistente Administrativo	\$2,820,503
F	42	Revisor de Facturas	\$3,631,179
F	47	Coordinador de Entranamiento/Recursos Humanos	\$3,488,565
F	35	Especialista de Desarrollo (Partidos Politicos)	\$8,114,929
F	59	Asistente de Recursos Humanos	\$5,232,302
F	27	Revisor de Facturas	\$2,775,493
F	51	Asistente Administrativo	\$4,344,250
F	36	Cajera Alterna	\$4,008,756
F	41	Revisor de Facturas/Técnico Contable	\$3,488,565
F	38	Auxiliar de la Seccion Consular	\$2,298,187
F	40	Analista Contable/Presupuesto	\$5,963,699
F	48	Agente Administrador de Contratos	\$5,476,101
F	58	Secretaria	\$2,589,255
F	33	Secretario	\$2,298,187
F	49	COORDINADOR DE LA SECCION POLITICA	\$4,500,905
F	28	Especialista de Información y Comunicaciones	\$4,500,905
F	31	Asistente de Visas	\$2,632,879
F	56	Secretaria de la Sección Cultural	\$4,344,250
F	26	AUXILIAR SECCION COMERCIAL	\$2,089,261
F	38	Directora de la Biblioteca	\$9,304,712
F	37	Asistente de Política y Protocolo	\$3,060,722
F	40	Asistente de la Seccion Consular	\$4,008,756

F	36	Secretaria/Asistente de Programa de Erradicacion	\$3,631,179
F	49	Auxiliar de la Seccion Consular	\$3,342,818
F	52	Especialista de Recursos Humanos	\$9,722,663
F	59	Traductora/Asistente Administrativa	\$4,344,250
F	37	Asistente de Información	\$3,773,793
F	41	Especialista Administrativo/Financiero	\$7,488,415
F	39	Auxiliar de la Seccion Consular	\$2,402,650
F	33	Performance Managment Specialist	\$8,114,929
F	49	Asistente de Recursos Humanos	\$5,436,532
F	44	Líder de Grupo de la Sección Consular	\$3,830,284
F	32	Coordinadora Logistica	\$3,830,284
F	30	Analista Contable/Presupuesto	\$4,008,756
F	45	Secretario	\$3,342,818
F	39	Especialista de Desarrollo	\$10,337,812
F	34	Asistente de Programas	\$5,232,302
F	43	Líder de Grupo de la Sección Consular	\$4,544,172
F	33	Agente de Compras	\$4,008,756
F	41	Asistente de Programas de Entrenamiento	\$3,345,950
F	49	Asesor Legal	\$10,891,089
F	49	Secretaria/Asistente de la Sección Consular	\$4,344,250
F	39	Asistente de Desarrollo	\$4,008,756
F	44	Auxiliar de la Seccion Consular	\$3,345,950
F	50	Asistente de Protocolo	\$5,436,532
F	35	Asistente Administrativa	\$3,773,793
F	36	Coordinadora de Clasificación de Cargos	\$3,651,812
F	36	Secretario (Admin)	\$2,632,879
F	38	Auxiliar de la Seccion Consular	\$2,089,261
F	30	Auxiliar de Recursos Humanos y Asistente de Viajes	\$3,294,868
F	29	Especialista de la Seccion Cultural	\$5,892,523
F	39	Recepcionista/Operador de Telefono	\$2,402,983
F	32	Auxiliar de la Oficina de Seguridad	\$2,402,650
F	51	Revisor de Facturas	\$3,773,793
F	32	Agente de Compras	\$2,632,879
F	37	Secretaria	\$2,507,113
F	42	Agente de Compras	\$5,258,060
F	39	Asistente Administrativo y de Entrenamiento	\$3,294,868
F	35	Auxiliar de la Seccion Consular	\$2,820,503
F	58	Asistente Administrativo y Entrenamiento	\$3,060,722
F	49	Asistente de Viajes/Revisor de Facturas	\$3,773,793
F	36	Secretaria/Sub-cajera	\$2,611,576
F	55	Analista de Presupuesto	\$4,722,644

F	46	Líder Grupo de Bodega	\$3,916,407
F	49	Asistente de Extradicion	\$3,294,868
F	32	Auxiliar de la Seccion Consular	\$2,089,261
F	34	Asistente de la Seccion Consular	\$3,473,340
F	39	ATF Asistente Administrativa	\$3,203,336
F	31	Enfermero	\$2,616,151
F	52	Revisor de Facturas	\$2,820,503
F	40	Supervisora de Bodega y Embarque	\$7,426,493
F	32	Asistente de Nomina	\$3,830,284
F	43	Auditora Jefe	\$11,684,277
F	43	Asistente de Administración de Sistemas	\$6,938,895
F	31	Recepcionista/Operador de Telefono	\$1,782,859
F	54	Asistente de la Sección Consular	\$4,201,636
F	43	Asistente de la Seccion Consular	\$4,901,116
F	39	Asistente Administrativo	\$4,187,228
F	64	Especialista de Asuntos Culturales	\$9,722,663
F	42	Agente de Compras	\$4,544,172
F	41	Analista de Presupuesto	\$9,084,307
F	48	Analista de Presupuesto	\$5,963,699
F	29	Asistente de Recursos Humanos	\$2,632,879
F	35	Secretario	\$2,924,966
F	35	Especialista Programa de Entrenamiento	\$6,850,058
F	49	Agente de Compras	\$3,773,793
F	48	Secretario	\$2,857,109
F	45	Asistente Administrativo	\$4,059,022
F	49	Especialista Programa de Entrenamiento	\$7,488,415
F	46	Agente de Compras	\$4,344,250
F	35	Asesor Cientifico Ambiental	\$6,530,880
F	50	Supervisor de Correspondencia y Archivo	\$3,060,722
F	29	Asistente Financiero	\$3,294,868
F	40	Tecnico Contable	\$2,507,113
F	36	Especialista de Desarrollo	\$8,511,523
F	41	Asesor Legal	\$8,511,523
F	49	Especialista del Programa de Desarrollo	\$10,897,777
F	38	Ingeniero	\$11,287,683
F	63	Especialista de Mercadeo Agrícola	\$9,722,663
F	51	Asistente de Protocolo	\$2,775,493
F	41	Asistente Administrativa y Financiera	\$5,963,699
F	43	Asistente de Recursos Humanos y de Viajes	\$3,473,340
F	52	Auxiliar de la Unidad Medica	\$2,298,187
F	51	Asistente de nomina	\$3,631,179

F	30	Lider de Grupo de Contabilidad y Presupuesto	\$4,744,704
F	49	Ingeniero Proyecto Construcción	\$10,891,089
F	40	Auxiliar de la Seccion Consular	\$2,611,576
F	43	Asistente de la Sección Consular	\$3,631,179
F	32	Auxiliar de Seguridad	\$1,874,978
F	34	Asistente de Recursos Humanos	\$3,294,868
F	52	Asistente de Recursos Humanos	\$4,059,022
F	45	Secretario	\$2,499,970
F	38	Especialista Administrativa y Financiera	\$5,892,523
F	25	Auxiliar de Recursos Humanos	\$2,089,261
F	51	Auxiliar de Bodega	\$1,820,399
F	55	Especialista de la Sección Consular	\$11,287,683
F	49	Asistente de Recursos Humanos	\$5,258,060
F	45	Especialista de la Sección Consular	\$8,126,772
F	52	Especialista de Desarrollo	\$7,321,741
F	45	Auxiliar Administrativo del CLO	\$3,342,818
F	33	Auxiliar Seccion Comercial	\$2,089,261
F	42	Auxiliar de la Seccion Consular	\$3,238,355
M	43	Asistente Comercial/Bibliotecario	\$4,201,636
M	43	Especialista de Informacion y Comunicaciones	\$10,097,900
M	30	Recepcionista/Operador de Telefono	\$1,705,343
M	36	Auxiliar de Oficios Varios	\$1,652,386
M	46	Técnico Electricista	\$2,053,547
M	35	Agente de Compras	\$3,651,812
M	39	Ingeniero	\$14,817,531
M	48	Asistente de la Sección Consular	\$4,344,250
M	42	Auxilar de Bodega	\$1,883,172
M	28	Investigador	\$4,500,905
M	42	Conductor	\$1,735,005
M	39	Conductor Auxiliar de Oficina	\$2,325,468
M	54	Auxiliar de Investigación/Conductor	\$3,428,531
M	47	Auxiliar de Investigación/Conductor	\$3,214,248
M	32	Recepcionista/Operador de Telefono	\$2,325,468
M	43	Coordinador de Seguridad	\$3,488,565
M	32	Auxiliar de Suministros	\$3,384,603
M	46	Especialista Comercial	\$10,897,777
M	55	Conductor	\$2,478,579
M	50	Conductor/Auxiliar	\$2,976,598
M	36	Auxiliar de Suministros	\$2,410,686
M	60	Auxiliar de Correo	\$2,643,818
M	61	Conductor	\$2,604,524

M	45	Despachador	\$3,214,248
M	42	Tecnico en Administracion de Sistemas	\$4,168,008
M	49	Técnico en Aire Acondicionado y Refrigeración	\$1,785,693
M	38	Especialista en Adquisiciones	\$4,500,905
M	59	Conductor	\$2,643,818
M	54	Asistente de Investigacion	\$3,133,892
M	49	Auxiliar Supervisor de Correo	\$3,428,531
M	31	Líder de Grupo de la Sección Consular	\$3,473,340
M	41	Auxiliar de Correo	\$3,107,106
M	41	Asistente de Administración de Sistemas	\$3,830,284
M	44	Auxiliar de Investigación/Conductor	\$2,357,115
M	56	Auxiliar de Investigación/Conductor	\$2,892,823
M	34	Ingeniero Electrico	\$7,321,741
M	36	Conductor	\$1,900,244
M	62	Conductor/Tramitador	\$2,511,505
M	42	Jardinero	\$1,673,930
M	33	Asistente de Administración de Sistemas	\$3,294,868
M	48	Lider de Grupo Aire Acondicionado	\$3,342,818
M	34	Secretario	\$2,918,108
M	52	Ingeniero	\$8,126,772
M	45	Jardinero/Reciclador	\$1,255,448
M	59	Auxiliar de Investigación/Conductor	\$3,428,531
M	50	Conductor/Tramitador	\$2,604,524
M	48	Técnico en Mecánica	\$2,678,540
M	52	Ingeniero Proyecto Construcción	\$10,891,089
M	29	Administrador de Pagina Web	\$4,744,704
M	43	Especialista de Desarrollo	\$9,701,306
M	54	Especialista Comercial	\$9,722,663
M	49	Cerrajero	\$2,410,686
M	35	Especialista de Economia	\$8,908,118
M	32	Investigador	\$5,232,302
M	51	Conductor	\$2,643,818
M	48	Especialista de Entrenamiento	\$5,892,523
M	37	Líder de Bodega	\$2,142,832
M	34	Técnico Electricista	\$1,785,693
M	41	Conductor/Tramitador	\$1,860,374
M	43	Conductor de Camión	\$2,232,449
M	46	SUPERVISOR DE COMPRAS	\$5,963,699
M	44	Asistente de Administracion de Sistemas	\$3,294,868
M	47	Conductor	\$1,652,386
M	59	Conductor	\$2,976,598

M	41	Especialista de Información	\$7,718,335
M	52	Auxiliar de Investigación/Conductor	\$2,142,832
M	53	Auxiliar de Investigación/Conductor	\$2,464,256
M	47	Escolta/Conductor	\$2,046,412
M	34	Auxiliar de Investigación/Conductor	\$2,571,398
M	49	Auxiliar de Investigación/Conductor	\$2,571,398
M	48	Líder del Area Mecánica	\$3,342,818
M	55	Coordinador de Base de Datos de Derechos Humanos	\$5,963,699
M	64	Conductor/Tramitador	\$2,790,561
M	39	Conductor/Tramitador	\$2,604,524
M	40	Mecanico Automotriz	\$2,247,952
M	57	Ayudante de Mantenimiento de Vehículos	\$1,673,930
M	31	Revisor de Facturas	\$2,089,261
M	44	Albañil	\$2,410,686
M	45	Agente de Compras	\$3,060,722
M	52	Conductor/Tramitador	\$2,883,580
M	44	Carpintero	\$2,410,686
M	39	Especialista de Administración de Sistemas	\$10,494,495
M	33	Asistente de Embarques	\$2,775,493
M	29	Cajero	\$4,988,503
M	50	Conductor	\$2,313,340
M	41	Supervisor de Conductores	\$4,528,552
M	34	Especialista de Agricultura	\$6,211,702
M	55	Especialista de Administración de Sistemas	\$12,082,744
M	33	Asistente de Programa (EUM)	\$5,232,302
M	34	Asistente Examinador de Facturas	\$2,193,724
M	23	Auxilar de Bodega	\$1,255,448
M	36	Auxiliar Servicios de Mantenimiento	\$2,142,832
M	59	Líder Cerrajeros	\$3,342,818
M	51	Asesor de Mantenimiento de Aviación	\$5,892,523
M	50	SECURITY GUARD/CHAUFFEUR	\$2,464,256
M	43	Almacenista	\$3,631,179
M	46	Conductor	\$1,735,005
M	52	Investigador de Seguridad	\$6,207,498
M	43	Asistente de Administración de Sistemas	\$3,830,284
M	32	Tecnico en Contratos	\$4,901,116
M	64	Conductor/Tramitador	\$2,697,542
M	51	Conductor de Camión	\$2,697,542
M	44	Jardinero	\$1,673,930
M	39	Técnico en Aire Acondicionado y Refrigeración	\$2,767,824
M	56	Conductor/Escolta	\$2,697,542

M	38	Investigador de Seguridad	\$4,744,704
M	31	Supervisor Revisor de Facturas	\$4,500,905
M	37	Especialista de Desarrollo	\$8,908,118
M	39	Auxiliar de Investigación/Conductor	\$2,892,823
M	46	Especialista Financiero y Contable	\$8,908,118
M	58	Conductor/Tramitador	\$2,976,598
M	62	Conductor/Tramitador	\$2,604,524
M	42	Asistente de Administración de Sistemas	\$7,182,694
M	50	Conductor	\$2,976,598
M	59	Conductor/Auxiliar de Oficina	\$2,976,598
M	56	Plomero	\$2,857,109
M	35	Auxiliar Oficios Varios	\$1,860,374
M	55	Conductor de Camión	\$2,976,598
M	48	Especialista en Seguridad Aeronautica	\$6,850,058
M	29	Auxilar de Bodega	\$1,255,448
M	52	Tecnico Audiovisual	\$4,059,022
M	40	Conductor/Auxiliar de Oficina	\$2,232,449
M	65	Operador de Maquinas de Impresion de Papeleria	\$2,976,598
M	29	Asistente de la Sección Consular	\$2,632,879
M	44	Especialista del Programa de Desarrollo	\$8,114,929
M	46	Asistente de Investigacion	\$2,757,825
M	32	Enfermero	\$5,476,101
M	51	Especialista de Economia	\$14,817,531
M	32	Conductor	\$1,900,244
M	51	Técnico de Investigación	\$3,107,106
M	47	Agente de Compras	\$3,294,868
M	47	Auxiliar de Seguridad/Conductor	\$3,428,531
M	48	Conductor	\$1,550,312
M	36	Asesor Legal	\$6,530,880
M	33	Agente de Compras	\$3,294,868
M	54	Técnico de Radio	\$5,436,532
M	35	Auxiliar de Investigación/Conductor	\$2,464,256
M	59	Jardinero	\$1,673,930
M	51	Veterinario	\$13,697,601
M	28	Auxilar de Bodega	\$1,506,537
M	37	Conductor	\$2,395,960
M	37	Pintor	\$2,410,686
M	48	Conductor	\$2,418,486
M	57	Conductor	\$2,313,340
M	50	Auxiliar de Investigación/Conductor	\$2,892,823
M	32	Analista de Presupuesto	\$6,695,096

M	34	Especialista de Desarrollo	\$10,337,812
M	43	Conductor/Escolta de Seguridad	\$2,511,505
M	42	Auxiliar de Oficios Varios	\$1,927,783
M	51	Conductor/Tramitador	\$2,697,542
M	31	Asistente Cultural	\$3,473,340
M	49	Analista de Proyectos Financieros	\$8,445,950
M	45	Conductor/Guarda de Seguridad	\$1,953,393
M	47	Asesor de Entrenamiento y Operaciones de Aviación	\$9,701,306
M	40	Coordinador de Seguridad	\$2,298,187
M	54	Técnico Electricista	\$2,857,109
M	47	Especialista de Desarrollo	\$11,457,742
M	52	Conductor	\$2,643,818
M	36	Especialista de Logística	\$7,488,415
M	40	Auxiliar de Correo	\$2,785,681
M	43	Técnico de Teléfonos	\$3,238,355
M	40	Especialista Financiero	\$8,114,929
M	45	Carpintero	\$2,410,686
M	47	Conductor	\$2,313,340
M	47	Conductor	\$2,313,340
M	50	Revisor de Facturas de Viaje	\$5,258,060
M	31	Jardinero/Reciclador	\$1,046,206
M	27	Auxilar de Bodega	\$1,318,220
M	36	Especialista de Economía	\$8,114,929
M	60	Supervisor de Conductores	\$5,667,172
M	44	Conductor	\$2,325,468
M	41	Ingeniero	\$11,287,683
M	48	Conductor/Tramitador	\$2,697,542
M	36	Supervisor de Embarques	\$4,008,756
M	48	Conductor/Tramitador	\$2,697,542
M	41	Auxiliar de Mercancía	\$2,511,505
M	45	Asesor Legal	\$10,494,495
M	33	Revisor de Facturas de Viaje	\$2,918,108
M	38	Coordinador de Seguridad Residencial	\$3,203,336
M	38	Carpintero	\$2,142,832
M	61	Revisor de Facturas/Técnico Contable	\$5,079,588
M	40	Conductor	\$1,652,386
M	36	Analista Contable/Presupuesto	\$4,008,756
M	56	Técnico de Teléfonos	\$3,029,429
M	37	Ingeniero Proyecto Construcción	\$7,718,335
M	48	Asistente de Información	\$5,232,302
M	47	Auxilar de Bodega	\$1,443,765

M	36	Conductor	\$1,817,624
M	60	Líder de Carpinteros	\$3,342,818
M	42	Especialista de Desarrollo	\$10,494,495
M	41	Conductor	\$2,313,340
M	54	Técnico de Investigación	\$3,428,531
M	48	Especialista del Programa Ambiental	\$8,126,772
M	51	Asistente de Embarques	\$4,201,636
M	44	Conductor	\$2,325,468
M	35	Conductor	\$2,065,482
M	44	Conductor/Tramitador	\$2,418,486
M	32	Electricista	\$2,142,832
M	32	Líder Electricista	\$2,716,040
M	52	Conductor	\$2,065,482
M	34	Asistente de Investigación	\$3,651,812
M	52	Auxiliar de Investigación/Conductor	\$2,357,115
M	38	Asistente Centro de Recursos Informativos	\$3,651,812
M	56	Supervisor Auxiliar de Investigación/Conductor	\$3,259,247
M	53	Conductor/Tramitador	\$2,976,598
M	38	Auxiliar de Seguridad/Conductor	\$2,464,256
M	34	Minority Outreach Program Coordinator	\$2,632,879
M	60	Mecanico Automotriz	\$2,402,983
M	56	Conductor/Auxiliar de Oficina	\$2,976,598
M	38	Coordinador de Guardas Locales	\$3,651,812
M	32	Conductor	\$1,817,624
M	48	Coordinador de Seguridad Residencial	\$3,060,722
M	51	Conductor/Tramitador	\$2,604,524
M	54	Agente de Compras	\$3,773,793
M	43	Conductor	\$1,982,863
M	57	Asistente de Administración de Sistemas	\$6,938,895
M	55	Auxiliar de Bodega/Conductor de Camión	\$2,148,102
M	49	Analista de Presupuesto	\$4,988,503
M	30	Despachador	\$2,142,832
M	60	Supervisor de Suministros	\$5,232,302
M	55	Almacenista	\$3,342,818
M	29	Auxilar de Bodega	\$1,820,399
M	47	Conductor	\$2,643,818
M	30	Analista de Presupuesto	\$4,988,503
M	43	Auxiliar de Investigación/Conductor	\$2,357,115
M	55	Especialista de Agricultura	\$11,684,277
M	49	Asistente de Administración de Sistemas	\$5,258,060
M	50	Ingeniero Telecomunicaciones	\$7,807,593

M	52	Líder de Jardinería	\$1,927,783
M	33	Especialista de Administración de Sistemas	\$7,169,237
M	61	Líder del Area Mecánica Automotriz	\$3,342,818
M	39	Jardinero/Reciclador	\$1,412,379
M	59	Conductor de Camion	\$2,883,580
M	52	Conductor	\$1,652,386
M	44	Ingeniero	\$12,080,872
M	36	Conductor	\$2,313,340
M	51	Conductor	\$1,652,386
M	61	Técnico Electricista	\$2,857,109
M	48	Conductor	\$2,230,721
M	36	Auxiliar Administrativo	\$1,964,262
M	31	Revisor de Facturas de Viaje	\$2,775,493
M	49	Auxiliar de Estacion de Servicio	\$1,982,863
M	53	Conductor	\$2,313,340
M	46	Auxiliar de Mantenimiento	\$1,790,085
M	31	Secretario	\$2,632,879
M	44	Asesor Legal	\$14,257,566
M	43	Auxiliar de Compras	\$2,767,824
M	60	Conductor/Tramitador	\$2,790,561
M	47	Auxiliar de Suministros/Conductor	\$2,249,973
M	44	Auxiliar de Correo y Archivo	\$2,247,952
M	53	Auxiliar de Investigación/Conductor	\$2,892,823
M	38	Conductor	\$2,230,721
M	58	Mecanico Automotriz	\$2,480,499
M	42	Especialista de Administración de Sistemas	\$8,445,950
M	38	Auxilar de Bodega	\$2,008,717
M	32	Auxiliar de la Seccion Consular	\$3,029,429
M	52	Conductor/Tramitador	\$2,976,598
M	27	Auxilar de Bodega	\$1,506,537
M	55	Auxiliar de Embarques	\$2,232,116
M	38	Auxiliar de Recursos Humanos	\$2,402,650
M	35	Auxiliar de Correo	\$2,785,681
M	47	Digitador de Datos	\$2,976,598
M	51	Conductor	\$1,982,863
M	56	Asesor de Entrenamiento y Operaciones de Aviación	\$9,701,306
M	42	Asistente Financiero y Comercial	\$5,476,101
M	35	Auxiliar Administrativo	\$1,785,693
M	41	Mecanico	\$2,053,547
M	59	Conductor/Tramitador	\$2,976,598
M	48	Supervisor de Inspección de viviendas	\$4,988,503

M	43	Ingeniero Residente	\$17,057,390
M	42	Auxiliar de Investigación/Conductor	\$2,357,115
M	44	Líder de Jardinería	\$1,721,235
M	54	Conductor/Auxiliar de Oficina	\$2,883,580
M	38	Tecnico de Radios	\$3,294,868
M	53	Asistente de Investigacion	\$3,635,314
M	32	Auxiliar de Suministros	\$3,384,603
M	49	Conductor/Tramitador	\$2,697,542
M	28	Asistente de la sección Política	\$4,500,905
M	45	Especialista de Desarrollo	\$9,304,712
M	33	Auxiliar de la Seccion Consular	\$2,142,832
M	29	Asistente de Servicios Generales	\$3,473,340
M	55	Auxiliar de Seguridad/Conductor	\$3,428,531
M	43	Especialista de Desarrollo (Comunidades Indigenas)	\$4,500,905
M	41	Inspector de Vivienda	\$3,830,284
M	51	Conductor	\$2,313,340
M	43	Auxiliar Consular	\$1,785,693
M	48	Conductor	\$1,652,386
M	52	Conductor	\$2,148,102
M	57	Líder Grupo de Aduana	\$5,041,963
M	32	Técnico Electricista	\$1,785,693
M	46	Conductor/Auxiliar de Oficina	\$2,511,505
M	48	Supervisor de Mantenimiento	\$5,963,699
M	35	Conductor\Auxiliar	\$2,046,412
M	56	Auxiliar de Bodega/Conductor	\$2,643,818
M	42	Conductor/Auxiliar de Oficina	\$2,604,523
M	51	Conductor	\$2,418,486
M	49	Tecnico Audiovisual	\$3,773,793
M	38	Asistente de la Sección Cultural e Informativa	\$3,294,868
M	39	Auxiliar de Servicios de Mantenimiento	\$2,170,437
M	49	Asistente Financiero	\$4,187,228
M	31	Especialista de Economia	\$6,530,880
M	46	Asistente de Investigación	\$3,473,340
M	34	Auxilar de Bodega	\$1,569,310
M	46	ASISTENTE DE SERVICIOS GENERALES	\$3,916,407
M	61	Auxiliar de Logística/Conductor	\$2,015,405
M	37	Agente de Compras	\$2,775,493
M	39	Auxiliar de Investigacion/Conductor	\$2,249,973
M	41	Ingeniero	\$10,891,089
M	55	Cajero de Consulado	\$3,342,818
M	35	Auxilar de Bodega	\$1,694,854

M	32	Almacenista	\$2,611,576
M	61	Auxiliar de Bodega/Conductor	\$2,643,818
M	48	Auxiliar de Embarques	\$3,886,026
M	39	Conductor	\$1,735,005
M	54	Especialista de Administración de Sistemas	\$12,080,872
M	39	Investigador	\$5,232,302
M	34	Conductor de Camión/Auxiliar de Bodega	\$2,148,102
M	38	Conductor	\$2,395,960
M	35	Auxiliar de Embarques	\$3,384,603
M	45	Jardinero/Reciclador	\$1,098,517
M	26	Auxiliar de Bodega	\$1,380,992
M	34	Escolta/Conductor	\$2,357,115
M	44	Conductor	\$1,900,244
M	60	Conductor/Tramitador	\$2,697,542
M	43	Auxiliar de Oficios Varios	\$1,652,386
M	37	Auxiliar de Bodega	\$1,757,627
M	45	Conductor	\$2,418,486
M	47	Tramitador/Despachador	\$3,886,026
M	42	Auxiliar de Investigación/Conductor	\$3,107,106
M	55	Carpintero	\$2,678,540
M	39	Investigador de Seguridad	\$4,744,704
M	59	Líder de Albañilería	\$3,342,818
M	44	Auxiliar de Investigación/Conductor	\$2,142,832

Attachment B

2007-2008			
Ramo	Patolog./Enfermedad	Vlr. Incurrido	Edad
T1	DERRAME PLEURAL SIN ESPECIFICACION	\$ 34.890.783	31
T1	COMPLICACIONES GASTROINTESTINALES	\$ 30.331.787	1
T1	OSTEARTROSIS Y TRASTORNOS AFINES CON MENCION O COMPROMISO DE MAS DE UN SITIO PERO NO ESPECIFICADA CO	\$ 14.542.406	50
T1	OTROS SINTOMAS RELACIONADOS CON EL ABDOMEN Y LA PELVIS: DOLOR ABDOMINAL	\$ 14.396.226	58
2008-2009			
T1	HIPERTENSION ESENCIAL (PRIMARIA)	\$ 72.364.233	46
T1	ARTROSIS, NO ESPECIFICADA	\$ 26.578.248	51
T1	TUMOR BENIGNO DE LOS HUESOS DEL CRANEO Y DE LA CARA	\$ 22.210.859	49
T1	FRACTURAS MULTIPLES DE LOS DEDOS DE LA MANO	\$ 21.903.412	42
T1	CARCINOMA IN SITSU DE LA MAMA	\$ 15.096.480	42
T1	TUMOR BENIGNO DE LA HIPOFISIS	\$ 14.888.602	36
T1	ARTRITIS REUMATOIDE, NO ESPECIFICADA	\$ 12.222.295	51
T1	ARTROSIS PRIMARIA DE OTRAS ARTICULACIONES	\$ 11.504.551	51
2009-2010			
T1	INESTABILIDAD DE LA COLUMNA VERTEBRAL	\$ 38.297.162	52
T1	ANEURISMA DE ARTERIA CORONARIA	\$ 23.619.639	55
T1	TUMOR DE COMPORTAMIENTO INCIERTO O DESCONOCIDO DEL CONDUCTO CRANEOFARINGEO	\$ 19.936.980	39
T1	DOLOR EN LA COLUMNA DORSAL	\$ 11.784.819	49
2010-2011			
T1	OTRAS FORMAS DE ESCOLIOSIS	\$ 37.712.940	46
T1	ENFERMEDAD CARDIORRENAL HIPERTENSIVA CON INSUFICIENCIA CARDIACA (CONGESTIVA)	\$ 28.900.982	66
T1	ESPONDILOLISIS	\$ 20.639.990	13
T1	ANGINA INESTABLE	\$ 19.440.484	60
T1	LUXACION DE CADERA	\$ 14.086.974	60
2011-2012			
T1	TUMOR MALIGNO DEL COLON ASCENDENTE	\$ 42.623.990	56
T1	INSUFICIENCIA RENAL AGUDA, NO ESPECIFICADA	\$ 21.654.081	58
T1	CARCINOMA IN SITU DE LA MAMA	\$ 20.803.132	47
T1	(OSTEO)ARTROSIS EROSIVA	\$ 19.600.966	52
T1	RADICULOPATIA	\$ 16.514.364	60
T1	FIEBRE DE ORIGEN DESCONOCIDO	\$ 16.398.824	20

Attachment C

CUADRO SINISTRALIDAD			
POLIZA VIDA GRUPO EMPLEADOS ENMIATADEE.LUJ.			
VIGENCIA	VALOR SINIESTROS	FECHA ESTRUCTURACION	CAUSA DEL SINIETRO
AÑO 1			
12/01/2006 hasta 11/30/2007	\$ 52.582.338	14/09/2007	MUERTE NATURAL
	\$ 53.874.990	01/10/2007	MUERTE NATURAL
Total año 1	\$ 106.457.328		
AÑO 2			
12/01/2007 hasta 11/30/2008	\$ 66.480.900	01/08/2008	Incapacidad Total y Permanente por ENFERMEDAD
Total año 2	\$ 66.480.900		
AÑO 3			
12/01/2008 hasta 11/30/2009	\$ -		
Total año 3	\$ -		
AÑO 4			
12/01/2009 hasta 11/30/2010	\$ 137.570.880	01/10/2007	Incapacidad Total y Permanente por ENFERMEDAD
Total año 4	\$ 137.570.880		
AÑO 5			
12/01/2010 hasta 11/30/2011	\$ -		
Total año 5	\$ -		
EXTENSION AÑO 5 POR 6 MESES			
12/01/2011 hasta 06/30/2012			
Total año 5 por 6 meses	\$ -		
TOTAL SINIESTROS	\$ 310.509.108		